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**AFSCME MEF/CEO AND CITY OF SAN JOSE
MEF & CEO JOINT BARGAINING CONTRACT NEGOTIATIONS 2015**

AFSCME COUNTER PROPOSAL – GRIEVANCE PROCEDURE

Proposed MEF Language:

ARTICLE 21 GRIEVANCE PROCEDURE

21.8 Departmental Labor Management Committees

- 21.8.4 Release Time. The City will provide up to one (1) hour of paid release time for Union representatives for the purpose of preparing for Departmental Labor Management Committee meetings, when such meetings are scheduled, for any portion of the employee's assigned workday that coincides with this time, except during a normally assigned lunch period.
- 21.8.5 The City will provide up to one (1) hour of paid release time for Union representatives for the purpose of attending Departmental Labor Management Committee meetings, when such meetings are scheduled, for any portion of the employee's assigned workday that coincides with this time, except during a normally assigned lunch period.
- 21.8.6 Employees are not eligible to receive overtime compensation for any portions of the meetings that fall either before or after the employee's regularly assigned workday.

Proposed CEO Language:

ARTICLE 12 GRIEVANCE PROCEDURE

12.10 Departmental Labor Management Committees

12.10.4 Release Time

The City will provide up to one (1) hour of paid release time for Union representatives for the purpose of preparing for Departmental Labor Management Committee meetings, when such meetings are scheduled, for any portion of the employee's assigned workday that coincides with this time, except during a normally assigned lunch period.

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Employees are not eligible to receive overtime compensation for any portions of the meetings that fall either before or after the employee's regularly assigned workday.

